



GOVERNMENT OF THE DISTRICT OF COLUMBIA
Office of Personnel

Q&A Non-Union Pay Parity Increases for 2006

What is Pay Parity?

For nearly two decades, pay schedules for non-union employees have lagged behind those of union employees working in the same grade and often in the same series. In July, the D.C. Council passed legislation that will close the gap between union and non-union pay scales and allow the District to provide equal pay for equal work.

What does this mean for me?

Nearly all current employees on Career Service, Management Supervisory Service, and Wage Grade Service will receive be moved to the closest step/closest pay of their new schedule that provides at least a 3% base pay increase or to the new range minimum.

Who does not receive an increase?

The only non-union employees not receiving any increases those in Unified Communication, OPM Protective Services, Recreation Service, Physicians/Dentists, Supervisor Wage Service, and the Wage Grade Management Supervisor Service.

Why did my step change? Did I get demoted?

Pay parity had to occur within the existing budget allocated for this purpose in FY 2006. Even with savings from efficiencies and productivity improvements, it was not possible to transfer everyone to the new pay scale at their existing step level. As a result, employees were placed on the new pay table in such a manner as to receive an increase in salary but not necessarily to remain at the same step level. No, you did not get demoted and some employees will have the opportunity to earn more in the long term.

When will I start seeing the increase?

Eligible employees will see the increases in their October 10 or October 13 paychecks.

Is this the annual Cost of Living increase?

No. The 3 percent Cost of Living increase is not related to the Pay Parity Act.